

**CONFIDENTIAL**

EO 6-3137

~~S-E-S-R-E-T~~

C-O-P-Y

24 September 1956

MEMORANDUM FOR: The CIA Career Council

ATTENTION:

Messrs. Amory  
Baird  
Kirkpatrick  
[redacted]  
Reynolds  
White  
WisnerDocument No. 15NO CHANGE in Class. ☐☐ DECLASSIFIEDClass. CHANGED TO: TS S **(C)**

DDA Memo, 4 Apr 77

Auth: DDA REG. 77/1783

Date: 150378 [redacted]

SUBJECT: Concurrence in Competitive Promotion Regulation and Handbook

1. Attached are copies of [redacted] "Competitive Promotion (draft)" and [redacted] "Guide for Competitive Evaluation Panels (draft)". These have been prepared in accordance with the decisions of the Career Council on 13 September and the texts conform to the agreements reached at that meeting with one exception as noted in paragraph 2 below.

2. Paragraph 8 of the Regulation has been added at the request of the Deputy Director (Intelligence) to continue the same flexibility with respect to time-in-grade that now exists. The language of this paragraph is essentially the same as that which is contained in the present promotion regulation, [redacted] dated 30 April 1954.

3. While the Biographic Profile is shown as Attachment 1 to the Handbook it should be noted that it is still in tentative form. Tests which are being conducted to insure that spacing, format and procedure are sound, will be completed in November. It is expected that mass production of Biographic Profiles will be in effect by January. In the meantime, the present Regulation and Handbook can be published.

4. In accordance with the procedure agreed to by the Council on 13 September, it is requested that you indicate your concurrence or comment on one copy of this memorandum and return it as soon as possible to the Executive Secretary of the Career Council, 262, Curie Hall. Your concurrence will indicate your agreement both as a member of the Career Council and as the Head of your component for publication of the Regulation and Handbook.

(Signed)

HARRISON G. REYNOLDS  
Chairman, CIA Career Council**CONFIDENTIAL**~~S-E-S-R-E-T~~

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MATTHEW BAIRD, Director of Training

12 October 1956

\* Although willing to concur, I desire to go on record as having serious misgivings as to how the CSSA will work in practice. Lacking a detailed exposition of its operation, I can foresee its having an adverse effect on rotation and transfer between Career Services. I feel that heads of Career Services will need a clarification of how this staffing authorization will be calculated and adjusted to meet specific situations, before they can implement the regulation. This clarification does not need to be in the regulation itself, however.

*Copy made in this office + forwarded to:* XL/TR  
AL/TR  
PL/TR (for  
attention)